



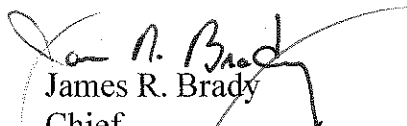
DEPARTMENT OF DEFENSE
DEFENSE CIVILIAN PERSONNEL ADVISORY SERVICE
4800 MARK CENTER DRIVE
ALEXANDRIA, VA 22350-1100

March 16, 2017

MEMORANDUM FOR ACTING DEPUTY ASSISTANT SECRETARY OF DEFENSE,
CIVILIAN PERSONNEL POLICY
ATTENTION: MS. JULIE A. BLANKS
METAL TRADES DEPARTMENT, AFL-CIO
ATTENTION: MR. JAMES V. HART
AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES
ATTENTION: MR. J. DAVID COX, NATIONAL PRESIDENT
DEPARTMENT OF THE ARMY,
ASSISTANT G-1, FOR CIVILIAN PERSONNEL
ATTENTION: MR. JAY D. ARONOWITZ
DEPARTMENT OF THE NAVY,
DIRECTOR, HR POLICY AND PROGRAMS DEPARTMENT
ATTENTION: MS. LISA JOX
DEPARTMENT OF THE AIR FORCE,
CHIEF, CIVILIAN FORCE POLICY DIVISION
ATTENTION: MS. MELANIE MCGUIRE
DEFENSE LOGISTICS AGENCY,
DIRECTOR, HUMAN RESOURCES
ATTENTION: MR. BRAD BUNN

SUBJECT: 2431st DoD Wage Committee Meeting – March 28, 2017

Subject meeting will be held on March 28, 2017 at 10:00 a.m. at 4800 Mark Center Drive, Room 05K25, Alexandria, Virginia. Agenda items are attached.


James R. Brady
Chief
Wage and Salary Division

Attachment:
As stated

AGENDA ITEMS

2431st DoD Wage Committee Meeting – March 28, 2017

NONAPPROPRIATED FUND

1. Wage Schedule (Full Scale) for the Sacramento, California wage area (AC-002).
LWSC report attached. (Air Force & Army)
2. Wage Schedule (Full Scale) for the San Joaquin, California wage area (AC-008).
LWSC report attached. (Army & Air Force)
3. Wage Schedule (Full Scale) for the Bernalillo, New Mexico wage area (AC-019).
LWSC report attached. (Air Force & Army)
4. Wage Schedule (Full Scale) for the Dona Ana, New Mexico wage area (AC-021).
LWSC report attached. (Army & Air Force)
5. Wage Schedule (Full Scale) for the El Paso, Texas wage area (AC-023). LWSC
report attached. (Army & Air Force)
6. Wage Schedule (Wage Change) for the Shelby, Tennessee wage area (AC-098).
(Navy & Air Force)
7. Wage Schedule (Wage Change) for the Christian, Kentucky/Montgomery, Tennessee
wage area (AC-099). (Army & Air Force)
8. Wage Schedule (Wage Change) for the Charleston, South Carolina wage area
(AC-120). (Air Force & Navy)

APPROPRIATED FUND

9. Wage Schedule (Full Scale) for the Miami, Florida wage area (AC-031).
LWSC report attached. (Air Force & Navy)
10. Wage Schedule (Full Scale) for the Cincinnati, Ohio wage area (AC-104).
LWSC report attached. (Army & Air Force)
11. Wage Schedule (Wage Change) for the Birmingham, Alabama wage area (AC-002).
(Army & Air Force)
12. Wage Schedule (Wage Change) for the New York, New York wage area (AC-094).
(Army & Navy)
13. Southeast Power Plant Survey (Full Scale).



EXCHANGE

ARMY & AIR FORCE EXCHANGE SERVICE
461 Skymaster Circle Bldg. 650
PO Box 1505
Travis AFB, CA 94535

RLC
#002 Sharp
MAR 1 2017

SUBJECT: Survey Final Report – Sacramento [Wage Area # 002]

Atten: NAF Pay Systems Branch
4800 Mark Center Drive, Suite 05G21
Alexandria, VA 22350-1100

1. Name and title of Local Wage Survey Committee members:

Keisha Glover
Exchange Human Resources Manager
Travis AFB, California
Chairman

Susan Bell-Taylor
Exchange Human Resources Assistant
McClellan Park, California
Alternate Chairman


Sophia Henvill
Exchange Human Resources Tech.
Travis AFB, California
Management Member

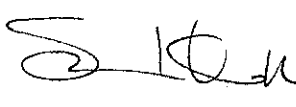
Lani Alejandro
Exchange Human Resources Assistant
Travis AFB, California
Alternate Management Member


Kimberly Stores
NAF Chief Union Stewart
Travis AFB, California
Labor Member

George Steward
Union Stewart
Travis AFB, California
Alternate Labor Member

2. Notice of Hearing were issued to all activities on 07 November 2016, to be posted no later than 07 November 2016. The hearing date was scheduled for 29 November 2016. No persons or organizations indicated a desire to present information. A negative report was submitted on 30 November 2016.
3. Meetings were held as follows:
- | | |
|-------------------------|---|
| LWSO Briefing | 29 November 2016 |
| Data Collector Training | 07 th and 08 th February 2017 |
| LWSC Data Review | 22 February 2017 |
| LWSC Survey Report | 23 February 2017 |
4. Attachment 1 is a list of data collectors used to conduct the survey.
5. Attachment 2 is an annotated copy of the ESL with appropriate codes to indicate establishments' participation.
6. The LWSO encountered no situations during the conduct of the survey which presented significant problems.


Keisha Glover
Chairman


Sophia Henvill
Management Member


Kim Stores
Labor Member



EXCHANGE

ARMY & AIR FORCE EXCHANGE SERVICE
West Coast Distribution Center
700 Roth Road, Building 549
Sharpe Army Depot, French Camp, CA 95231-9998
209-234-3709

1ck
#008 Dendings
FEB 21 2017

WCDC-DCM

16 February 2017

SUBJECT: Survey Final Report-Nonappropriated Fund Scale Wage Survey, San Joaquin County, CA
(Wage Area #008)

Department of Defense
Defense Civilian Personal Advisory Service
ATTN: NAF Pay Systems Branch
4800 Mark Center Drive, Suite #05G21
Alexandria, VA 22350

1. Name and title of Local Wage Survey Committee Members:

- | | |
|---|---|
| • Patrick W. Gordon Sr.
Human Resources Manager
Chairperson | Ms Vanessa Gatto
DCM Secretary, WCDC
Alternate Chairperson |
| Ms. Alicia Rojas
Management Analyst
Management Rep | Ms. Becky Behrends
Customer Service Office Manager
Alternate Management Rep |
| Mr. Solomon Winkler
Materials Handler III
Labor Rep | Ms. Estephany Sanchez
Materials Handler II
Alternate Labor Rep |

2. Notices of Hearing were posted in all NAF facilities on 29 October 2016. The hearing was conducted on 15 November 2016.

3. Meetings were held as follows:

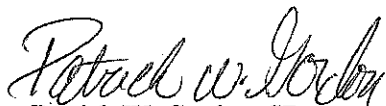
LWSO Briefing	12 January 2017
Data Collector Training	02 February 2017
LWSC Data Review	16 February 2017
LWSC Survey Report	16 February 2017

4. Attachment 1 is a list of data collectors used to conduct the survey.

5. Attachment 2 is an annotated copy of the ESL with the appropriate codes to indicate establishments' participation.

2

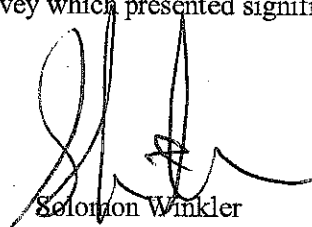
6. The LWSO encountered no situations during the conduct of the survey which presented significant problems.



Patrick W. Gordon, SR.
Chairperson



Becky Behrends
Alt Management Rep



Solomon Winkler
Labor Rep

Attch 2

1. Data Collectors list
2. Copy of ESL



DEPARTMENT OF THE AIR FORCE
377TH FORCE SUPPORT SQUADRON (AFGSC)

bb



#001-Weiler
FEB 21 REC'D

February 16, 2017

MEMORANDUM FOR: Defense Civilian Personnel Advisory Service,
Compensation Division, Wage and Salary Branch
Attn: NAF Pay Systems
4800 Mark Center Drive, Suite#05G21

FROM: Francisco Alejandro
Chairman Local Wage Survey Committee
1451 4th Street Building 20245, Room 132
Kirtland AFB, NM 87117

SUBJECT: Survey Final Report, Bernalillo NM 87117

1. Name and Title of Local Wage Survey Committee members:

Francisco Alejandro
Chief Human Resources (NAF)
Kirtland AFB, NM
Chairperson

Jennifer Tischner
Human Resources Assistant (NAF)
Kirtland AFB, NM
Alternate Chairperson

Felicia Martinez
Lodging Manager
Kirtland AFB, NM
Management Member

Graisha Ridley
Human Resources Assistant (NAF)
Kirtland AFB, NM
Management Member

AFGE local #2263 did not nominate anyone to represent the union on the Wage Survey Board.

2. Notices of Hearing were distributed to NAF activities on 5 December 2016 with instructions that they post it on all official bulletin boards immediately. The hearing date was scheduled for 20 December 2016. No persons or organization indicated a desire to present information. A report was submitted on 29 December 2016

3. Meetings were held as follows:


Wage Survey Orientation
Data Collector Training
LWSC Data Review
LWSC Survey Report

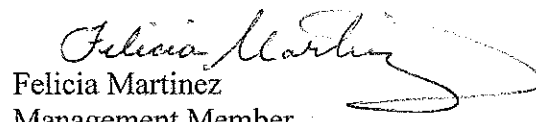
29 December 2016
06 February 2017
15-16 February 2017
16 February 2017

4

4. Attachment 1 Survey Final Report, Bernalillo, New Mexico
Data Collectors used to conduct NAF Wage Grade Survey
5. Attachment 2 is an annotated copy of the ESL with appropriate codes to indicate
establishment's participation
6. The LWSO did not encounter any significant problems while conducting the survey.

Respectfully Submitted,


Francisco Alejandro
Chairperson


Felicia Martinez
Management Member

Attachment 1: Survey Final Report, Bernalillo, New Mexico

Data collectors used to conduct NAF Wage Survey:

Ms. Graisha Ridley, NAF Human Resources Assistant
Mr. Mario Nestor, Lodging Labor Worker
Ms. Courtney Neuburg, DoD Data Collector
Ms. Verna Montgomery-Patience, DoD Data Collector
Ms. Itzel Santana, DoD Data Collector



DEPARTMENT OF THE ARMY
OFFICE OF THE DEPUTY CHIEF OF STAFF FOR PERSONNEL, G-1
USACHRA, WEST REGION, DESERT MOUNTAIN CIVILIAN PERSONNEL ADVISORY CENTER
124 CROZIER STREET
WHITE SANDS MISSILE RANGE, NEW MEXICO 88002-5050

REPLY TO:
ATTENTION OF:
PECP-WER-M

KK
#021 Muse
FEB 17 2017
09 February 2017

DCPAS – Compensation Division, Wage and Salary Branch
ATTN: NAF Pay Systems
4800 Mark Center Drive Suite 05G21
Alexandria, VA 22350-1100

SUBJECT: Survey Final Report – Dona Ana NM Wage Area #021

1. Name and title of Local Wage Survey Committee members:

Ms. Rita G. Brown
HR Officer (NAF)
Desert Mountain CPAC
Ft Bliss, TX / WSMR, NM
Chairperson

Mr. Jason Namit
Assistant HRO (NAF)
Desert Mountain CPAC
Ft Bliss, TX / WSMR, NM
Alternate Chairperson

Mr. Ethan Ruff
Business Manager
WSMR, NM
Management Representative

Ms. Jennifer Jaeger
HR Specialist (NAF)
Desert Mountain CPAC, WSMR, NM
Alternate Management Representative

Mr. Daniel Arreola
Cook, WSMR, NM
Labor Representative

2. Notices of Hearing were issued to all activities on 15 November 2016, to be posted no later than 15 November 2016. The hearing date was scheduled on 30 November 2016. No persons or organizations indicated a desire to present information. A negative report was submitted 01 December 2016.
3. Meetings were held as follows:

LWSO Brief-Data Collector Training	30 and 31 Jan 2017
LWSC Survey Report	09 Feb 2017
LWSC Survey Review	09 February 2017.
4. Attachment 1 is a list of data collectors used to conduct the survey.
5. Attachment 2 is an annotated copy of the ESL with appropriate codes to indicate establishments' participation.
6. The LWSO encountered no situations during the conduct of the survey which presented significant problems.

Rita G. Brown
Chairperson

Jennifer Jaeger
Alternate
Management Representative

Daniel Arreola
Labor Representative



DEPARTMENT OF THE ARMY
OFFICE OF THE DEPUTY CHIEF OF STAFF FOR PERSONNEL, G-1
USACHRA, WEST REGION, DESERT MOUNTAIN CIVILIAN PERSONNEL ADVISORY CENTER
124 CROZIER STREET
WHITE SANDS MISSILE RANGE, NEW MEXICO 88002-5050

REPLY TO:
ATTENTION OF:

Civilian Personnel Advisory Center, NAF

09 February 2017

SUBJECT: List of data collectors used to conduct the survey (Wage Area #021)

TO: DCPAS – NAF Pay System
Wage and Salary Division (AWN)
4800 Mark Center Drive, Suite #05G21
Alexandria, VA 22350-1100

Data Collectors:

Ms. Lynda Aponte, Admin Supp Asst, Child and Youth Services, 575-678-7704
Ms. Maura Gutierrez, Training Specialist, Child and Youth Services, 575-678-7704
Mr. Mike Moyer, Marketing Asst, Marketing, 575-678-6103

Rita G. Brown
Rita G. Brown
Chairperson

8



EXCHANGE

ARMY & AIR FORCE EXCHANGE SERVICE
Fort Bliss Consolidated Exchange
Administration Office
P.O. Box 16111
Fort Bliss, TX 79916-6111

WESTERN EXCHANGE REGION

KK
#023 Day

FEB 17 2017

HR

14 February 2017

SUBJECT: Survey Final Report - El Paso, Texas (Wage Area #023)

TO: CPMS-NAF Pay Systems
Wage and Salary Division
4800 Mark Center Dr., Suite# 05G21
Alexandria, VA 22350-1100

1. Name and title of Local Wage Survey Committee members:

Ms. Jasmin Galceran
Human Resources Manager, AAFES
Fort Bliss, Texas
Chairman

Ms. Rita Brown
Human Resources Officer, NAF
Fort Bliss, Texas
Alternate Chairman

Mr. Jason Namit
Human Resources Asst, NAF
Fort Bliss, Texas
Management Member

Ms. Bertha Cruz Hilleary
Human Resources Asst, AAFES
Fort Bliss, Texas
Alternate Management Member

Ms. Juanita Rosales
Vending Machine Attendant, AAFES
Fort Bliss, Texas
Labor Member

Mr. Anthony Martinez
Bowling Equip Worker, NAF
Fort Bliss, Texas
Alternate Labor Member

2. Notices of Hearing were issued to all activities on 16 September 2016 and posted on all employee bulletin boards. The hearing date was scheduled for 30 September 2016 at 10:00am. No persons or organizations indicate a desire to present information.

3. Meetings were held as follows:

Data Collector Training
LWSC Data Review

02 & 03 February 2017
14 February 2017

4. List of data collectors used to conduct the survey:

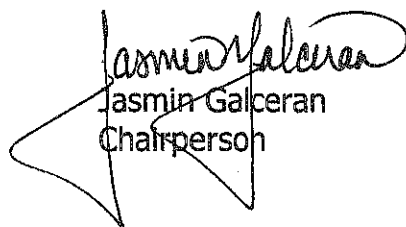
AAFES

Nancy Cantrell – Store Assistant – Main Store – 915-562-7200
Josephine Zafra – Food Service Foreman – Anthony's Pizza – 915-562-3005
Karen Davis – Store Associate – Purple Heart Express – 915-581-3204


NAF

Edward Arriola – Recreation Aide – Special Events – 915-568-1553

5. The LWSO encountered no situations during the conduct of the survey which presented significant problems.



Jasmin Galceran
Chairperson



Bertha Cruz Hilleary
Alt. Management Member



Guanita Rosales
Labor Member



DEPARTMENT OF VETERANS AFFAIRS
Medical Center
1201 Northwest 16th Street
Miami, FL 33125-1693

January 30, 2017

In Reply Refer To: 546/05

Department of Defense
Civilian Personnel, Wage & Salary Division
4800 Mark Center Drive
Alexandria, VA 22350-1100

To whom it may concern:

1. The Miami Federal Wage Survey was ordered to commence on January 17, 2017. All data collection documents with the exception of this report were given to the Department of Defense, Civilian Personnel, Wage & Salary Division team on January 27, 2017. Below is information regarding the 2017 Full Scale Federal Wage Survey.


- a. Attachment 1: List of the committee members and data collectors appointed for the Full Scale Miami Wage Survey. As the Department of Defense is coordinating the wage surveys, the Project Officer, Mr. Kelly Rund provided training to the data collectors and committee members on January 17, 2017. The committee established the teams consisting of one (1) Department of Defense Compensation Specialist and one (1) Department of Veterans Affairs Labor Data Collector. Overall there were five (5) teams that collected data and completed reports.
- b. Establishments were contacted and appropriate documentation was submitted, reviewed and completed by January 27, 2017. The Department of Defense team departed on January 27, 2017.
- c. The Project Officer and Committee reviewed all information and any questions were discussed and resolved unanimously. The following are the results of the survey process:

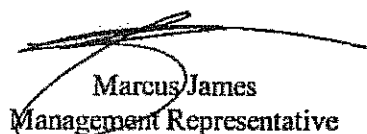
Participated	60	OOB	20	Refusals	52
WSC	5	Duplicate	2	-50 Employees	30
OOA	0	CMB	0	Government	1

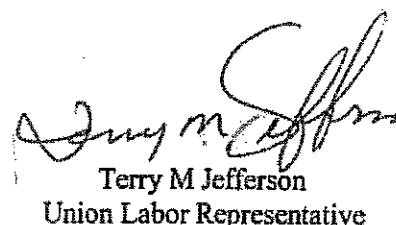
TOTAL PARTICAPTED: 60 (55.3% provided data)

Of the 169 establishments 109 did not participate for the reasons identified above. Of those companies that participated, the rate which provided data is 6.7% lower than the last full scale survey. Overall, the survey went well and Mr. Kelly Rund and his team performed exceptional.

2. If you have any questions concerning the above, please contact the Chairperson of the LWSC at (305) 575-7000 extension 6120.


Juanita Mitchell-Smith
Chairperson


Marcus James
Management Representative


Terry M. Jefferson
Union Labor Representative



U.S. Department
of Veterans Affairs

Department of Veterans Affairs Medical Center
3200 Vine Street
Cincinnati, Ohio 45220-2251

In Reply Refer To: 539/

DATE: February 3, 2017

MEMORANDUM: DOD, CPAS-COCW

FROM: Department of Veterans Affairs
3200 Vine Street
Cincinnati, Ohio 45220


SUBJECT: Report of the 2017 Federal Wage Survey for the Cincinnati, OH wage area
(Area 104)

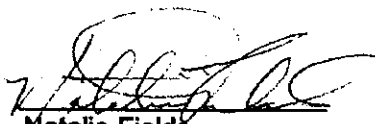
Survey training was conducted on January 23, 2017. The Cincinnati, Ohio Wage Change Survey for 2017 was successfully conducted from January 23, 2017 thru February 3, 2017. All survey data was reviewed, signed and processed in accordance with the provisions of OPM Operating Manual, Federal Wage System.

There were 161 establishments on the 2017 ESL. All establishments were either contacted or determined to be out of scope.

All forms have been reviewed, signed and all errata data has been corrected.

Any questions should be directed to the project officer, Ewing, James or Branch, Robert, at 937-904-3525 or via Military DSN at 674-3525


Richard Payne
Chairman, LWSC


Natalie Fields
Labor (AFGE)


Brooke Harris
Management Official